



Department of Energy
Office of Science
Washington, DC 20585

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE OFFICE OF SCIENCE
AND THE
NATIONAL TREASURY EMPLOYEES UNION (NTEU) CHAPTERS 213 AND 228
CONCERNING
THE OFFICE OF SCIENCE RESTRUCTURING**

On January 5, 2004, Secretary Abraham approved the Office of Science Realignment¹. The information in the referenced memorandum and its attachments along with information specified under Article 48 Reorganization/Relocation Notification Procedures of the *2001 Collective Bargaining Agreement Between the Department of Energy Headquarters and the National Treasury Employees Union* (the CBA) were provided to NTEU Chapters 213 and 228 for review. In addition, detailed briefings were requested by the NTEU Chapters and provided by Office of Science (SC) management. Attachment 1 to the Secretary's memo has been revised to reflect final implementation decisions regarding the Headquarters structure under the Office of Science Restructuring (OneSC).²

OneSC will be implemented in phases. During implementation, SC and the NTEU Chapters will address concerns and issues in a cooperative manner for their timely resolution.

The NTEU Chapters agree to the proposed Office of Science Realignment with the following conditions with respect to current SC Headquarters bargaining unit employees:

1. No reduction-in-force will result from the reorganization;
2. No loss of grade or pay will result;
3. All information on the reorganization, including this Memorandum of Understanding (MOU), will be provided to bargaining unit employees for review and comment to their NTEU Chapter representatives as to possible adverse impacts and concerns for subsequent SC and NTEU negotiations per Article 48 of the CBA;

¹ MEMORANDUM FOR THE SECRETARY; FROM: Raymond L. Orbach, Director, Office of Science; SUBJECT: ACTION: Approve Office of Science Realignment and Announcement of Realignment; dated December 9, 2003.

² *OneSC Office of Science Restructuring Project*; March 5, 2004



4. Position Description and Performance Plan changes will be reviewed, and employees will be asked for their input to assure accuracy, fairness, and to reflect the work performed;
5. Issues related to the organization structure and other reorganization issues will be addressed as they arise from bargaining unit employee reviews of the proposed reorganization.

This MOU may be amended at a later date to reflect decisions as they occur.



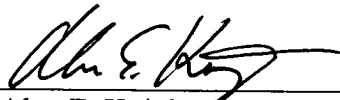
Raymond L. Orbach
Director, Office of Science

March 11, 2004
Date



F. Don Freeburn
Executive Vice President, NTEU Chapter 228

March 11, 2004
Date



Alan E. Knight
President, NTEU Chapter 213

March 4, 2004
Date